

**WEST ESSEX PRIMARY HEADS' ASSOCIATION AREA CONFERENCE  
MANOR OF GROVES HOTEL AND CONFERENCE CENTRE  
FRIDAY 1 FEBRUARY 2019**

**MEETING SUMMARY: ISSUES AND RECOMMENDATIONS**

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p 6 **EFFECTIVE SAFEGUARDING HAS THE POWER TO CHANGE LIVES** Andrew Hall

p 13 **DATES AND TIMES OF FUTURE MEETINGS 2018 - 19**

**WEST meetings with the Local Authority officers 2018/19 at the Weston Homes Business Centre, Takeley**  
Wednesday 13 March 2019  
Wednesday 19 June 2019

**WEPHA Conferences, Manor of Groves**  
Friday 17 May 2019

**Headteachers' Annual Conference 2019**  
Friday 22 March 2019 Stock Brook Country Club, Nr Billericay

**Deputy Headteachers' Annual Conference**  
Friday 4 October 2019 Weston Homes Community Stadium

**WEST ESSEX PRIMARY HEADS' ASSOCIATION AREA CONFERENCE**  
**FRIDAY 1 FEBRUARY 2019**

**Headteachers**

Ros Allsop	Clavering Primary	Ian Kendal	St Alban's Catholic Primary
Goerge Athanasiou	Great Sampford Primary	Teresa Phillips	Thomas Willingale School
Debbie Attridge	Ongar Primary	Julie Puxley	Katherine Semar Infants
Gina Bailey	St James CE Primary, Harlow	Colin Raraty	Rodings Primary
Isobel Barron	Roseacres Primary/Chair	David Rogers	Bentfield Primary
Jackie Blackburn	Upshire Primary	Rhonda Smith	Purford Green Primary
Emma Bloomfield	Potter Street Primary	Sue Spearman	Fawbert and Barnard Primary
Tracey Bratley	Chrishall Holy Trinity	Sonia Strickland	St Mary's Hatfield Broad Oak
Linda Chesworth	Milwards Primary	Jonathan Tye	Churchgate CE Primary
Neil Coster	Pemberley Primary	Emma Vincent	RA Butler Academy
Elizabeth Gelston	Hatfield Heath Primary	Nikki Willis	Dr Walkers CE Primary
Clare Griffiths	Dunmow St Mary's Primary	Matt Woolard	Hereward Primary
Michelle Hughes	Thaxted Primary		
Anthony Hull	Katherine Semar Juniors		
Claire Jackman	Great Easton Primary		

**In Attendance**

Pam Langmead	EPHA Professional Officer
Andrew Hall	Safeguarding in Schools
Jo Barclay	Schools Safeguarding Manager

**Apologies**

Ann Grisley	Limes Farm Infants
Jane Harvey	Staples Road Primary
Julie Lorkins	St Andrew's CE Primary
Chris Jarman	St John's CE Primary
Rebecca Pine	Newport Primary
Jane Pomfret	Nazeing Primary
Sarah Roffey	High Beech Primary
Kathleen Wall	Harlow Fields School
Jo Willcox	Hillhouse CE Primary

**School leaders**

Renette Fourie	Hereward Primary
Becca Godsife	Hatfield Heath Primary
Victoria Marrow	Hatfield Heath Primary
Sally Lacy-Kerr	Milwards Primary
Sam Weekly	The Downs Primary
Sian Watson	Roseacres Primary
Anne Marie Black	St Alban's Catholic Primary
Rebecca Arnould	Pear Tree Mead Academy

Note: If your attendance or apologies have not been noted please contact the EPHA Professional Officer at [pam@langmead.me.uk](mailto:pam@langmead.me.uk) for amendment.

**NOTES OF THE AUTUMN TERM WEPHA CONFERENCE HELD ON FRIDAY 1 FEBRUARY 201  
COMMENCING AT 9.15 AM**

**Action**

**1. EPHA WELCOME**

**Welcome from Isobel Barron, WEPHA Chair, to West headteachers and senior leaders.**

**2. EFFECTIVE SAFEGUARDING HAS THE POWER TO CHANGE LIVES**

**Andrew Hall, Safeguarding in Schools**

Everybody wants to change the world. Not least anyone who works with children and young people. What can be more life-changing than developing a new generation? Effective safeguarding can build that legacy, and, in this presentation, Andrew Hall shared a solid framework to help school leaders to have the greatest impact, now and in the future.

Andrew Hall is a specialist safeguarding consultant, author of the Safeguarding Handbook and the creator of Safeguarding in Schools, a company which offers invaluable resources, advice and training.

Andrew blends a deep understanding of the needs of vulnerable students and practical advice using real-life stories drawn from his thirty years as a teacher and headteacher.

A sought-after and engaging speaker for school CPD events and conferences, Andrew challenges expectations, prompts new ways of thinking and helps leaders to think about how to inspire the people around them.

In this presentation, Andrew shared his effective framework for safeguarding in schools, reflected on his work with vulnerable students and helped leaders to develop workable strategies for their own school.

Andrew explained that his focus for safeguarding in schools has three strands:

- Creating a safe place for children and young people to share their concerns and experiences;
- Looking after the well-being of staff;
- Creating a space where children feel safe to learn.

He reminded senior leaders to ask themselves (for example, in meetings) “What have we done to make a difference?”

Schools need to:

- Validate and recognise what is going well
- Build a knowledge base around safeguarding, and children and young people
- Create an evidence base (self-evaluation).

Andrew talked about the importance of not only sharing practical information and policies

during **induction**, but also taking the opportunity to share the “heartbeat” (or ethos) of the schools. Ideally, this should happen even earlier when the school is recruiting staff.

Andrew shared numerous anecdotes and experiences, including some personal issues of his own. Several years ago Andrew was working as a headteacher in a very challenging school, and eventually he suffered a very serious breakdown and was admitted to hospital. He explained that he had ignored the warning signs of stress and his mental health deterioration. He reminded headteachers and schools leaders to seek help if they are struggling, and ideally to take advantage of professional supervision on a regular basis.

### **Sources of support**

Education Support Partnership 08000 562 561  
Samaritans 116123

During the second part of the morning Andrew shared research around Adverse Childhood Experiences, and the important of recognizing and understanding the impact that these can have on a child’s life.

Children and young people need:

Care




Security

Trust

Bodily integrity

Adverse Childhood Experiences can be a single event, a continued threat, or an intermittent threat.

The **Adverse Childhood Experiences (ACE)** study (Felliti et al, 1998) was one of the largest investigations ever to assess the association between childhood maltreatment and later health and well-being. It began in the 1980’s, when Dr Vincent Felliti (from Kaiser Permanente’s Health Appraisal Clinic in San Diego) became exasperated by the high drop-out rates in his obesity clinic, despite evidence of significant weight loss. He stumbled upon a link between the development of obesity and childhood sexual abuse. He collaborated with Dr Robert Anda, a researcher from the Centres for Disease Control & Prevention to carry out a study to explore the association between childhood experiences and health throughout life. The study involved over 17,000 people. They were asked about their health history as well as their childhood experiences, specifically the following:

<ul style="list-style-type: none"> <li>• Physical abuse</li> <li>• Emotional abuse</li> <li>• Sexual abuse</li> </ul> <p><b>Abuse</b></p> 	<ul style="list-style-type: none"> <li>• Physical neglect</li> <li>• Emotional neglect</li> </ul> <p><b>Neglect</b></p> 	<ul style="list-style-type: none"> <li>• Domestic violence</li> <li>• Substance abuse</li> <li>• Mental illness</li> <li>• Parental separation / divorce</li> <li>• Parent in prison</li> </ul> <p><b>Family Circumstances</b></p> 
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The results of this research was shocking in many ways:

1. ACEs were found to be common:

Number of ACES reported	Prevalence
1 or more	2 out of 3
4 or more	1 out of 8

2. The more ACEs experienced by an individual in childhood, the greater the risk of developing a range of mental, social and physical health issues as an adult. Those who had experienced 4 or more ACEs were more likely to experience health problems or engage in health risk behaviours:

Heart Disease	2.9 times more likely
Cancer	1.6 times more likely
COPD (lung disease)	Almost 4 times more likely
Depression	4.6 times more likely
Suicide	12.2 times more likely
Smoking	2 times more likely
Alcoholism	7 times more likely
Heroin / crack use	9.7 times more likely

They were more likely to have experienced or perpetrated violence and to have been in prison:

Been hit in the past 12 months	5.2 times more likely
Have hit someone in the past 12 months	7.9 times more likely
Been in prison or cells in past 12 months	8.8 times more likely

The study also found that, on average, people with 6 or more ACEs die 20 years earlier than those with none. How does adversity lead to these outcomes? Exposure to persistently high levels of stress causes physiological changes to the brain and body and can lead to self-soothing behaviours, such as smoking and substance misuse, which compromise health and well-being.

**Protective factors**

- Positive supportive family
- Safe relationships
- Access to a supportive community
- Ability to regulate emotions
- Acquisition of problem-solving skills
- Compassionate professional response
- Early intervention from services
- Trauma-informed systems

It was noted that the Local Authority is currently developing a trauma-informed workforce development programme, which will be rolled out as free training to schools in the autumn term.

**3. DATES AND TIMES OF FUTURE MEETINGS 2018/19**

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Wednesday 19 June 2019

**WEPHA Conferences, Manor of Groves**

Friday 17 May 2019 – Neil Hawkes – Values based education

Friday 20 September 2019 – The 2 Johns

**Headteachers’ Annual Conference 2019**

Friday 22 March 2019 Stock Brook Country Club, Nr Billericay

**Deputy Headteachers’ Annual Conference**

Friday 4 October 2019 Weston Homes Community Stadium

The meeting ended at 12.30 pm